**Diversity and Equality Improvement Plan 2019-2021**

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| **Objectives**  **(Specific)** | **Success Criteria**  **(Measurable and Achievable)** | **Resources** | **Timescale/**  **Review date** | **Evaluation** |
| To raise awareness of sexual orientation and promote positive attitudes towards alternative lifestyles and challenge gender stereotypes. | The school will undertake work to develop a full understanding of the word ‘gay’ and how this is related to same sex couples. This will be implemented in Summer Term 2 using These books show different family make ups. This will include same sex couples. The books will be introduced into our normal range of books and will be looked at as part of circle time and other shared reading opportunities. The books are very sensitive and do not mention the terms gay or lesbian but instead gently introduces the concepts that all families are different. | Age appropriate books recommended by ‘No outsiders in our School’.  Purchased using PTFA funding | 17.7.19 | This objective will be evaluated at the end of the summer term and areas for development will feed into the SIP 2019-2020. |
| To develop a rolling programme of children’s toilet refurbishment to ensure that they are gender neutral by the end of 2019-21.  (Y5/Y6 scheduled for summer holiday). | Children begin using gender neutral toilet in Reception. By the end of the programme this will be accepted practice across the school | Refurbishment to be undertaken using funding frim Devolved Formula Capital funding. | 1.9.19 -Y5/6  1.9.20 –Y1/2  1.9.21 –Y3/4 |  |
| Review school uniform to consider if this reinforces gender stereotypes and make any required amendments. | Information about uniform in the school prospectus and on the website is amended to avoid gender stereotypes. | HT time and website manager time | 1.9.19 |  |
| Ensure equal opportunities to extra-curricular activities by carrying out an audit of letters sent home. | All communication sent home about extra-curricular activities is deemed to demonstrate good practice | HT and Office Manager time. Training for all staff members | 25.10.19 |  |
| Review the school website to ensure that images do not reinforce gender stereotyping. | Information on the website is amended to avoid gender stereotypes. | HT time and website manager time | 25.10.19 |  |
| Provide natural exposure of E&D through posters, displays and activities, supported by resources (e.g. jigsaws and ‘small world’ resources in Early Years) |  |  |  |  |
| Review staff training to increase awareness and facilitate a consistent approach |  |  |  |  |
| Member of the Safeguarding Team to attend trainingcomplete an E&D audit eg Stonewall. |  |  |  |  |
| Complete an action plan as a result and monitor its effectiveness. |  |  |  |  |

**Outcome:** To further raise awareness of this protected characteristics and to reduce the number of prejudice related incidents.

March 2018 update: Stonewall Bronze Award Achieved. School working towards Silver Award. Expected Achievement Aut 18/ Spr19.

All staff trained

‘Embracing Difference’ agreed as part of the school revised Mission Statement.

Embracing Difference Week across school – Autumn term

‘Following Dreams’ Week across school – Spring term.

Role models in non stereotypical roles in school

External reports demonstrate positive impact of Equalities Lead on attitudes across school

**Equalities Objective 2:** Our data did not identify any areas of concern in relation to religion or belief or to age. However we have decided to include actions in these areas as noted below:

**How?** In order to keep a high profile on Religion or Belief we will:

• continue to deliver a robust RE syllabus and fully implement the revised Local Agreed RE Syllabus.

• ensure that the school environment fully promotes the cultural development of our children.

**Outcome:** further increased cultural awareness amongst the school community

March 2018: Collective Worship now supported by half termly ‘Open the Book’ Assemblies

SACRE audit self evaluates provision as good across school, with features of very strong provision

External report – Autumn 17/Spring 18 evaluates Social, Moral, Spitirual and Cultiral education to be very strong throughout school

**Equalities Objective 3:** Ensure the school building is fully accessible to all

**Why?** The school is relocating to a new school building in September 2016. This will be fully DDA compliant in line with statutory guidance. However, the school is aware that, when working, there may be some aspects of access that could be compromised.

**How?**

• Ensure that consideration is given to access issues in and around the school site throughout the planning process • Consult with parents with disabilities in the community to advise on access issues and respond accordingly to manage/remove any barriers

**Outcome:** The school is fully accessible to all members of its community March 2018:

New school building fully accessible and compliant with all DDA guidance

Gender neutral toilets available throughout school

**March 2018:**

Overall evaluation: the aims of the 2016-19 plan have been achieved by Spring 2018. A revised set of objectives are to be agreed in Autumn 18.